
MATTHEW SHERIDAN

Call: 2000



Overview

Matthew is known for his eye for detail and his excellent judgment.

Called to the Bar in 2000, Matthew undertakes advocacy and advisory work in all areas of employment law.

Matthew's recent work gives a flavour of the type and calibre of work he undertakes. He is currently acting on behalf of a Bishop of the Church of England in a case concerning the 'employment' status of officeholder clergy. The case is of national importance and has attracted considerable media attention.

Matthew acted on behalf of the Law Society (led by Andrew Stafford QC) in a High Court claim against the Ministry of Justice for a declaration as to the application of TUPE. He is currently instructed by The Law Society on another substantial matter.

He was also instructed to act on behalf of Lord Sugar and others defending claims of sexual harassment and unfair dismissal brought by a former employee (Hannah Sebright).

Matthew acted on behalf of former News of the World journalist Matt Driscoll in bringing his claims for disability discrimination and secured what is thought to be the highest discrimination award ever paid to a journalist (about £800,000).

Matthew also undertakes commercial and professional negligence work, particularly where the dispute arises in an employment context.

Employment experience

Matthew appears regularly in Employment Tribunals, the Employment Appeal Tribunal and the High Court. He has also appeared on his own in the Court of Appeal on several occasions.

Matthew's experience ranges from representing investment banks and multi-nationals in lengthy discrimination claims to bringing applications for injunctions to restrain breach of restrictive covenants. In particular Matthew has experience of:

- discrimination, harassment and victimisation
- public interest disclosure/whistleblowing
- TUPE
- unfair dismissal
- restrictive covenant and confidential information injunctions
- wrongful dismissal
- bonus/commission claims

Matthew's recent cases include:

- **Sharpe v The Bishop of Worcester (Birmingham Employment Tribunal)** Judgment is awaited following a Pre-Hearing Review to determine whether Employment Tribunals have jurisdiction to hear claims of unfair dismissal and whistleblowing brought by an officeholder clergy of the Church of England. The case is expected to generate appellate authority.
- **Law Society of England & Wales v Secretary of State for Justice and another [2010] IRLR 407** The claim was for declaratory relief as to the application of TUPE and the Henke exception for public administrative authorities. Matthew was led by Andrew Stafford QC.
- **Sebright v Amscreen Group Limited** Matthew was instructed to act on behalf of the respondents (including Sir Alan (now Lord) Sugar) in defending claims of sexual harassment and unfair dismissal brought by a former employee.

- **Driscoll v News Group Newspapers** Matthew acted successfully for a senior sports journalist who wrote for The News of the World in his claims of disability discrimination and unfair dismissal. The Tribunal awarded just under £800,000. The case attracted considerable media interest including articles in Private Eye and The Guardian [NB. Please ensure that this page links to those articles]

Other reported employment cases in which Matthew was instructed include:

- **Lindley v Perry's Motor Sales Ltd [2008] All ER (D) 32** (TUPE; Transfer of rights and liabilities)
- **Gravell v Bexley London Borough Council [2008] All ER (D) 291** (Strike out of discrimination claims)
- **Davis v Pyrz [2007] All ER (D) 160** (Employer's counterclaims; Measure of damages)
- **Khan v Premier Private Hire Taxi [2007] All ER (D) 134** (Strike out claims on paper)
- **Baron v Bliss Mediation Services [2006] All ER (D) 473** (Remedy of procedural unfairness by internal appeal)
- **Mayo-Deman v University of Greenwich [2005] IRLR 845** (Validity of compromise agreements)
- **Rabahallah v British Telecom Plc [2005] IRLR 184** (Rules on composition of Employment Tribunals)
- **Holland v BHS [2005] All ER (D) 5** (Unfair dismissal- range of reasonable responses)
- **Greaves v Banner Business Supplies Ltd [2005] All ER (D) 26** (Indirect sex discrimination- test for justification)
- **Maresca v Motor Insurance Repair Research Centre [2004] All ER 254** (Application of the CPR to Employment Tribunal procedure)

Injunctions

Matthew is regularly instructed to seek and resist injunctions in the Queen's Bench and Chancery Divisions. He has particular experience in relation to the following:

- Confidential information
- Database Rights
- Springboard relief
- Restrictive covenant injunctions

Matthew is always happy to have preliminary discussions with solicitors who may be assessing whether to seek injunctive relief. He is also happy to guide those with less experience through the process of making or resisting applications.

Commercial & Professional Negligence

Matthew's practice encompasses a broad range of disputes from commercial fraud to solicitor's professional negligence. Examples of recent work include the following:

- Led by Charles Samek QC in relation to a multi-million pound international arbitration involving claims of breach of contract and misrepresentation arising out of a share purchase agreement.
- Acted on behalf of a residential property company in relation to claims for breach of contract and negligence by a property management company.
- Advised a senior employee/shareholder in relation to a minority shareholder dispute.

Lectures, Seminars & Publications

Matthew gives lectures and leads seminars on a broad range of employment law topics both in-house for solicitors as well as on public courses.

Recent lecture topics include:

- Concurrent claims in Courts and Tribunal
- International Employment Law Issues
- Insolvency and Employment Law

Matthew contributed two chapters to a two volume work entitled "Civil Appeals" edited by Sir Michael Burton (High Court judge and former President of the Employment Appeals Tribunal).

Education

Called 2000 (Gray's Inn)

Queens' College, University of Cambridge, Law (MA)

Memberships

Matthew is a member of the following professional associations:

- The Employment Law Bar Association
- The Commercial Bar Association